



PERSONNEL AND  
READINESS

## UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

DEC 27 2011

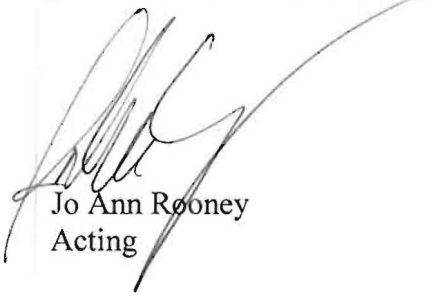
MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
DIRECTOR, DEFENSE INTELLIGENCE AGENCY  
DIRECTOR, DEFENSE SECURITY SERVICE  
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY  
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE  
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL  
SECURITY SERVICE

SUBJECT: 2012 Defense Civilian Intelligence Personnel System (DCIPS) Pay Ranges, Rates,  
and Adjustments

Attached are the approved DCIPS pay band and grade rate ranges, local market supplements (LMS), targeted local market supplements (TLMS), and National Security Agency (NSA) field adjustments for calendar year 2012. With the exception of DCIPS TLMS rates and NSA field adjustments for employees in non-foreign areas outside the contiguous United States (OCONUS), all DCIPS pay ranges and rates remain frozen at the 2010 levels in accordance with the Presidential Executive Order, "Adjustments of Certain Rates of Pay," dated December 22, 2010.

DCIPS TLMS rates and NSA field adjustments for employees in non-foreign OCONUS areas are being increased to offset the decrease in cost of living allowances in accordance with the Non-foreign Area Retirement Equity Assurance Act of 2009. Further guidance will be issued on the phasing-out of legacy TLMS rates and field adjustments for these areas.

These rates are effective January 1, 2012. The Office of the Under Secretary of Defense for Intelligence point of contact is Mr. Gary Cunningham at (703) 602-8602 or [gary.cunningham@osd.mil](mailto:gary.cunningham@osd.mil).

  
Jo Ann Rooney  
Acting

Attachments:  
As stated

cc:  
Under Secretary of Defense for Intelligence  
General Counsel of the Department of Defense  
Defense Intelligence Human Resources Board